

P. NIELS CHRISTENSEN, PH.D.

Work

Department of Psychology
405 Russell Hall
Radford University
Radford, VA 24142

Home

604 Newman Lane
Blacksburg, VA 24060

Contact

Office: 540.831.6643
Fax: 540.831.6113
Mobile: 540.449.3221

pchristen@radford.edu

<http://pchristen.asp.radford.edu/>

EDUCATION

Ph.D. in Psychology from Department of Psychology, Texas A&M University, College Station, TX.
Specialization: social psychology. Dissertation: *The effect of within- and between-group comparisons on self-motivations for identification with groups*. Chaired by Drs. Wendy Wood and Deborah A. Kashy. August 1999.

M.A. in Psychology from Department of Psychology, Texas A&M University, College Station, TX.
Specialization: social psychology. Thesis: *Perceptions of and by lonely people in initial social interactions*. Chaired by Dr. Deborah A. Kashy. December 1996.

B.A. in Psychology from Department of Psychology, University of Notre Dame, Notre Dame, IN. May 1993.

PROFESSIONAL POSITIONS

Assistant Professor, Department of Psychology, San Diego State University (8/99 – 8/04)

Assistant Professor, Department of Psychology, Radford University (8/04 – 8/07)

Associate Professor, Department of Psychology, Radford University (8/07 – 8/12)

Professor, Department of Psychology, Radford University (8/12)

Interim Associate Director, Honors Program, Radford University (1/11 – present)

Associate Editor, *Journal of Social and Clinical Psychology* (1/11 – present)

HONORS AND AWARDS

Teaching Fellow – College of Sciences, San Diego State University (2002-2003)

Distinguished Scholarship Award – annual, college-wide award given for outstanding scholarship in the College of Humanities and Behavioral Sciences, Radford University (2009)

Donald N. Dedmon Distinguished Teaching Professor Award – annual, university-wide award that recognizes outstanding teaching at Radford University (2012)

University Nominee for the State Council of Higher Education in Virginia Outstanding Faculty Award (one of five university-wide nominees each year), Radford University, 2007, 2008, 2010

GRANTS

Internal Grants

Curriculum Transformation Grant – San Diego State University, 2001-2002, \$4680

SDSU Minority Research Infrastructure Support Program Minigrant (NIMH) – San Diego State University, 2004-2005, \$22,342. Title: *Ethnic identity & self-esteem: The minority double-bind*. Role: PI

Proposal Development Award – Radford University, 2005, \$2799

Honors Collaborative Teaching Grant – Radford University, 2007, \$3000

Faculty Summer Scholarship Grants – Radford University, 2005-2008, \$34322

External Grants

National Science Foundation (Behavioral and Cognitive Sciences Division) – San Diego State University, 2003-2004, \$55,000. Title: *Change in minority and majority positions*. Role: Co-PI (PI: R. Prislin)

National Institute of Mental Health (Minority Research Infrastructure Support Program) – San Diego State University, 2004-2006, \$145,203. Title: *Ethnic group identification and self-esteem*. Role: Project-PI¹ (Program PI: T. Cronan)

National Institute of Mental Health (R15) – Radford University, 2006-2009, \$188,000. Title: *Social anxiety and self-regulatory depletion*. Role: PI

PUBLICATIONS

(student authors are bolded)

Wood, W., Christensen, P. N., Hebl, M., & Rothgerber, H. (1997). Conformity to sex-typed norms, affect, and self-esteem. *Journal of Personality and Social Psychology*, 73, 523-535.

Christensen, P. N., & Kashy D. A. (1998). Perceptions of and by lonely people in initial social interaction. *Personality and Social Psychology Bulletin*, 24, 322-329.

Simpson, J. A., Gangestad, S. W., Christensen, P. N., & Leck, K. (1999). Fluctuating asymmetries, sociosexuality, and intrasexual competitive tactics. *Journal of Personality and Social Psychology*, 76, 159-172.

Prislin, R., & Christensen, P. N. (2002). Group conversion versus group expansion as modes of change in majority and minority positions: All losses hurt but only some gains gratify. *Journal of Personality and Social Psychology*, 83, 1095-1102.

Christensen, P. N., Stein, M., & Means-Christensen, A. J. (2003). Social anxiety and interpersonal perception: A social relations model analysis. *Behaviour Research and Therapy*, 41, 1355-1371.

Wood, W., & Christensen, P. N. (2004). Quantitative Research Synthesis: Examining Study Outcomes Over Settings, Samples, and Time. In C. Sansone, C. Morf, & A. Panter (Eds.), *Handbook of methods in social psychology* (pp. 335-356). New York: Sage.

¹ This was an institutional grant that could not be transferred following my appointment at Radford University. The grant was subsequently transferred to Leola Alfonso-Reese at San Diego State. I remained involved in the research as a consultant.

- Gangestad, S. W., Simpson, J. A., Cousins, A. J., & Christensen, P. N. (2004). Women's preferences for male behavioral displays change across the menstrual cycle. *Psychological Science, 15*, 203-206.
- Christensen, P. N., Boldry, J., & Kashy, D. A. (2004). Group-based self-evaluation outside of the laboratory: Effects of global versus situational status. *Personality and Social Psychology Bulletin, 30*, 985-994.
- Christensen, P. N., **Cohan, S.**, & Stein, M. (2004). The relationship between functioning levels in post-traumatic stress disorder and interpersonal perception: A social relations model analysis. *Cognitive Behaviour Therapy, 33*, 151-160.
- Christensen, P. N., Rothgerber, H., Wood, W., & Matz, D. (2004). Social norms and identity relevance: A motivational model of normative behavior. *Personality and Social Psychology Bulletin, 30*, 1295-1309.
- Prislin, R., & Christensen, P. N. (2005). The effects of social change on group membership: To leave or not to leave? *Personality and Social Psychology Bulletin, 31*, 595-609.
- Prislin, R., & Christensen, P. N. (2005). The gain-loss asymmetry model of change in majority-minority positions. *European Review of Social Psychology, 16*, 43-73.
- Prislin, R., Christensen, P. N., & **Jacobs, E. A.** (2005). Group size, power allocation, and change: Effects on conceptual representations of group interaction. *Review of Psychology: International Journal of Croatian Psychological Association, 12*, 81-89.
- Christensen, P. N., & Wood, W. (2006). Effects of media violence on viewer's aggression in unconstrained social interaction: An updated meta-analysis. In R. Preiss, M. Allen, B. M. Gayle, & N. Burrell (Eds.), *Media effects research: Advances through meta-analysis*. Hillsdale, NJ: Lawrence Erlbaum.
- Prislin, R., Levine, J., & Christensen, P. N. (2006). When reasons matter: Attributions for conversion moderate the effect of change within groups. *Journal of Experimental Social Psychology, 42*, 593-601.
- Christensen, P. N. (2007). Social relations model. In R. F. Baumeister & K. D. Vohs (Eds.), *Encyclopedia of Social Psychology*. Thousand Oaks, CA: Sage.
- Prislin, R., & Christensen, P. N. (2009). On becoming a majority: Former minorities' reactions to change. In F. Butera & J. Levine (Eds.), *Coping with minority status: Responses to exclusion and inclusion*. Cambridge: Cambridge University Press.
- Graf, R. G., **Yabko, B. A.**, & Christensen, P. N. (2009). Gender effects in the assessment of technical fouls among high school basketball officials. *Journal of Sport Behavior, 32*, 175-188.
- Jacobs, E. A.**, Christensen, P. N., & Prislin, R. (2009). On the fair treatment of factions within a group: Theoretical and empirical development of the fair group procedures scale. *Journal of Social Issues, 65*, 383-407.
- Christensen, P. N., Prislin, R., & **Jacobs, E. A.** (2009). Motives for social influence after social change: Are new majorities power hungry? *Social Influence, 4*, 200-215.
- Christensen, P. N., **Duangdao, K.**, **Isaacs, H.**, & Alfonso-Reese, L. (2012). Projection and mirror effects in cross-group interactions: A social relations model of similarity perceptions. *Self & Identity, 11*, 36-50.

Christensen, P. N., & Kashy, D. A. (2012). Using the social relations model to understand interpersonal perception and behavior. In the H. Cooper (Ed.) *APA handbook of research methods in psychology*.

Manuscripts Under Review or Revision

Christensen, P. N. and **Kerper, S.** Rejection of self or others? Majority-minority status moderates responses to strongly identified members of the outgroup. Revise and resubmit at *Self & Identity*.

Christensen, P. N., **Clark, S., Taylor, C.,** & Means-Christensen, A. J. Facilitation or depletion? Self-regulatory outcomes of social interactions for the socially anxious. Under revision.

Robson, S. M., Abraham, J., & Christensen, P. N. Time is on your side: Opportunity-to-observe moderates the validity of personality for predicting job performance. Under revision.

REFEREED and INVITED PROFESSIONAL PRESENTATIONS (student authors are bolded)

Christensen, P. N. & Kashy, D. A. (1995). Perceptions of and by lonely people. Poster presented at the annual meeting of the International Network on Personal Relationships, Williamsburg, VA.

Christensen, P. N. (1996). Perceptions of and by lonely people in initial social interaction. Presented in a Social Relations Model Colloquium at the annual meeting of the Southwestern Psychological Association, Houston, TX.

Christensen, P. N., Rothgerber, H., Hebl, M., & Wood, W. (1997). Self-esteem and compliance to sex role norms. Poster presented at the annual meeting of the American Psychological Association, Chicago, IL.

Levesque, M. J., Christensen, P. N., Kashy, D. A., & **Butts, D.** (1997). Meta-accuracy and the misperception of friendliness: A social relations analysis. Poster presented at the annual meeting of the Eastern Psychological Association, Washington, D.C.

Boldry, J. G., Christensen, P. N., & Kashy, D. A. (1998). Optimal distinctiveness in everyday life. Poster presented at the annual meeting of the Society for Psychological Study of Social Issues, Ann Arbor, MI.

Christensen, P. N., Rothgerber, H., & Wood, W. (1998). Injunctive norms and the self: A motivational model of normative impact. Poster presented at the annual meeting of the American Psychological Society, Washington, D. C.

Levesque, M. J., Christensen, P. N., Kashy, D. A., & **Katzenstein, T.** (1998). A social relations analysis of cross-gender interpersonal perceptions. Poster presented at the annual meeting of the Eastern Psychological Association, Boston, MA.

Christensen, P. N. (2001). A meta-analysis of the relationship between social identification and self-esteem. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Christensen, P. N., & Kashy D. A. (2002). Metaperceptions and negative affectivity: The mediating role of self-perceptions. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, GA.

Binning, K., D'Amico, A., Safaie, A., Brauer, S., Wertzberger, K., Prislin, R., & Christensen, P. N. (2002). Perceptions of group-self similarity following different modes of status change. Poster presented at the Western Psychological Association conference, Irvine, CA.

Christensen, P. N. (2002). Self-motivations for norm conformity. An invited colloquium for the Department of Psychology at Montana State University, Bozeman, MT.

Christensen, P. N., Rothgerber, H., Wood, W., & Matz, D. (2002). A self-motivational approach to norm conformity. Presented as part of the symposium "Group-based perspectives on normative behavior"

organized by P. N. Christensen for the annual meeting of the Society for Experimental Social Psychology, Columbus, OH.

- Diaz, R., Laguna, J.,** Christensen, P. N., & Prislín, R. (2003). New majority's preference for the group increases over time. Poster presented at the Western Psychological Association conference, Vancouver, BC, Canada.
- Boyle, S., Isaacs, H., Jacobs, E., Sakamoto, A.,** Christensen, P. N., & Prislín, R. (2004). Support moderates reactions to social change within groups. Poster presented at the Western Psychological Association conference, Phoenix, AZ.
- Barrett, C., Prieto, R., Zandian, F.,** Prislín, R., & Christensen, P. N. (2004). Effects of social change on group membership: The exodus chapter. Poster presented at the Western Psychological Association conference, Phoenix, AZ.
- Villodas, M.,** & Christensen, P. N. (2005). Social anxiety moderates attributions for an interaction partner's mood. Poster presented at the Western Psychological Association conference, Portland, OR.
- Prislín, R., Christensen, P. N., & **Jacobs, E.** (2005). Multiple faces of social change. Presented as part of the symposium "Applications and contexts of minority influence research: Group composition, group relations and processes" organized by R. Martin, A. Gardikiotis, & M. Hewstone for the tri-annual meeting of the European Association of Experimental Social Psychology, Wuerzburg, Germany.
- Christensen, P. N., & Prislín, R. (2005). Agreement motives following successful minority influence. Presented as part of the symposium "Theoretical advances in minority influence" organized by A. Mucchi-Faina & W. Crano for the tri-annual meeting of the European Association of Experimental Social Psychology, Wuerzburg, Germany.
- Christensen, P. N. (2005). Motives for seeking the majority position: Effects of power, faction size, and change. Invited colloquium at the College of William & Mary.
- Christensen, P. N., **Duangdao, K., Isaacs, H.,** & Alfonso-Reese, L. (2006). Majority-minority status moderates the effect of ethnic identification on cross-group interactions. Presented at the Society for Personality and Social Psychology conference, Palm Springs, CA.
- Christensen, P. N. (2007). Social anxiety and self-regulation: Developing a new model of cognitive distortions after social interactions. Presented at Provost's Luchtime Lecture Series at Radford University.
- Christensen, P. N., **McGrady, J. E.,** & Means-Christensen, A. J. (2007). Social interactions predict decreased self-regulatory resources in the socially anxious. Presented at the annual Society for Personality and Social Psychology conference, Memphis, TN.
- Taylor, C., Cline, E., Dublirer, C., & Matheny, K.,** & Christensen, P. N. (2007). Self-regulatory depletion in the socially anxious following social interactions. Presented at the annual Big South research conference, Myrtle Beach, SC.
- Christensen, P. N., **Speck, L. & Smith, J.** (2008). Experimental evidence for self-regulatory depletion in the socially anxious. Presented at the annual Society for Personality and Social Psychology conference, Albuquerque, NM.
- Christensen, P. N. (2008). Talking with you wears me out! Uncovering the connection between social anxiety and self-regulatory depletion. Invited colloquium at Duke University.
- Christensen, P. N., (2008). Social anxiety, social stressors, and self-control. Presented as part of the symposium "Advances in research on successful self-control" organized by P. N. Christensen for the annual meeting of the Society for Experimental Social Psychology, Sacramento, CA.
- Christensen, P. N. (2008). Talking with you wears me out! Social anxiety, social stressors, and self-regulation. Invited colloquium at Old Dominion University.
- Aspelmeier, J. E., Christensen, P. N., **Hammond, R. R., & Falcioni, M. S.** (2009). White bear arithmetic: The role of self-regulation in stereotype threat. To be presented at the annual Society for Personality and Social Psychology conference, Tampa, FL.

- Christensen, P. N., **Reedy, M., Stone, E., & Clark, S.** (2009). Ironic effects of extroversion in friendship pursuit. Presented at the annual Society for Personality and Social Psychology conference, Tampa, FL.
- Fuller, J., Lerch, M., Varley, J., & Christensen, P. N.** (2009). The effect of social anxiety and social stressors on the self-regulation of threat detection. Presented at the annual Big South research conference, Asheville, NC.
- Christensen, P. N., **Reedy, M., Clark, S., & Austin, J.** (2010). Social anxiety and threat activation following social stressors. Presented at the annual Society for Personality and Social Psychology conference, Las Vegas, NV.
- Winters, G. J., Gemoets, J., Tipton, T., Christensen, P. N., Neal, D., & Wood, W.** (2011). Temporal distance and time planning: The effect of habit strength. Presented at the annual Society for Personality and Social Psychology conference, San Antonio, TX.
- Eckard, B., Corregan, S., Dillard, K., and Christensen, P. N.** (2012). Metaregulation: A new approach to understanding self-regulatory success. Presented at the annual Society for Personality and Social Psychology conference, San Diego, CA.
- Kerper, S., & Christensen, P. N.** (2012). Self denigration or social disengagement? Responses to high-identifying members of other ethnic groups. Presented at the annual Society for Personality and Social Psychology conference, San Diego, CA.

SUPERVISION OF STUDENT THESES

- Frericks, L. (2000). Towards a causal relationship between ethnic identification and self-esteem. Senior honors thesis at San Diego State University.
- Tynes, D. (2002). The joint effects of face validity and stereotype threat on test performance. Masters thesis at San Diego State University.
- Ciccone, T. (2002). Self-monitoring and meta-accuracy in interpersonal perception. Masters thesis at San Diego State University.
- Ingram, B. (2005, co-chaired with Radmila Prislin). The effect of change in intergroup status on productivity. Masters thesis at San Diego State University.
- Pavell, L. (2006). Meta-accuracy and acquaintanceship: A longitudinal analysis. Masters thesis at Radford University.
- Taylor, C. (2007). Self-regulation and academic performance. Honors thesis at Radford University.
- Phillips, M. (2008). Social anxiety and perceptions of others. Masters thesis at Radford University.
- Clark, S. (2009). Motivational shifts among the socially anxious after social interactions. Honors thesis at Radford University.
- Corregan, S. (2011). Measuring meta-regulation in a community sample. Masters thesis at Radford University.
- Eckard, B. (2011). Factor structure of a meta-regulation scale. Masters thesis at Radford University.
- Salaro, E. (2011). Meta-regulation in older adults. Honors thesis at Radford University.
- Dillard, K. (in progress). Vigilant monitoring as a predictor of meta-regulation. Masters thesis at Radford University.
- Rossi, M. A. (in progress). Metaregulation and smoking behaviors. Honors thesis at Radford University.

TEACHING EXPERIENCE

- Course Coordinator** for Introductory Psychology (PSY 101) and Study & Review of Introductory Psychology (PSY 296). Supervision of fourteen graduate teaching assistants. (San Diego State University)
- Honors Introductory Psychology** (San Diego State University and Radford University)

Graduate Seminar in Social Psychology (San Diego State University and Radford University)
Social Psychology (Texas A&M University, San Diego State University, and Radford University)
Analysis of Psychological Data (Texas A&M University and Radford University)
Research in Personality (Radford University)
Honors Introductory Biology-Psychology (interdisciplinary course at Radford University)
Special Topics: Self-Regulation (year-long, senior-level research course at Radford University)
UNIV 100: Introduction to University Life (Radford University)

PRESENTATIONS and MANUSCRIPTS on TEACHING

- Christensen, P. N. (2001). The devilish details of effective teaching: An Introductory Psychology case study. Presented as part of the Effective Teaching in Science and Math Colloquium for New Faculty, San Diego State University.
- Christensen, P. N. (2005). BreezeLive in the classroom. Can a tool for distance education complement face-to-face instruction? Presented as part of a panel discussion of technology in the classroom organized by J. King for the annual meeting of the Virginias Collegiate Honors Council, Radford, VA.
- Christensen, P. N. (2005). BreezeLive in the classroom. Presented as part of a panel discussion of technology in the classroom organized by J. King for the annual meeting of the Virginia Academy of Science, Harrisonburg, VA.
- Christensen, P. N. (2005). Distance education in the classroom? BreezeLive complements face-to-face teaching techniques. Presented at the Radford University Workshop on Wireless Teaching. Manuscript written for unpublished compendium of Best Practices for Teaching in the Wireless Classroom at Radford University.
- Christensen, P. N. (2005 and 2006). Teaching with technology: Costs and benefits of student anonymity. Presented within the panel discussion of teaching strategies at both the 2005 and 2006 Radford University new faculty orientation.
- Christensen, P. N., Oakes, E., & King, J. S. (2006). Integrating tablet computers into the wireless classroom: The Honors Academy as a best practices laboratory. Panel presentation at the Southern Regional Honors Council Conference, Orlando, FL.
- Christensen, P. N. (2008). Uses and misuses of Powerpoint. Panel presentation for Teaching Resources Center.
- Christensen, P. N. (2009). Pecha Kucha: Powerpoint as art form and competitive sport. Panel presentation with Candice Benje-Small and Susan Van Patten at Radford University teaching brownbag series.
- Christensen, P. N. (2009). Student experiences with Pecha Kucha: Data from an honors course in introductory psychology. Part of a panel presentation led by Candice Benje-Small in the May, 2009 *Our Turn* sessions.
- Christensen, P. N. (2010). The running joke with my students: Learning is a marathon. *In celebration of teaching: Radford University faculty perspectives* (pp. 61-66). Deer Park, NY: Linus Publications.

TEACHING DEVELOPMENT ACTIVITIES

- 2000 California State University Summer Teacher-Scholar Institute:** Three-day conference to promote teaching excellence within the CSU system. Attended a one-day workshop on outcome assessment for service learning and a two-day workshop on outcome assessment for program improvement.
- 2001 Lilly-West Conference on Teaching:** Three-day conference on innovative strategies to improve student learning outcomes.

2001 San Diego State University Spring Faculty Seminar: Monthly seminar class with other SDSU faculty to discuss and develop our own teaching skills. Sponsored by the San Diego State University Library and the Center for Teaching and Learning.

Information Technology Competence in the Classroom: Two-day workshop on developing novel and diverse strategies for including information technologies in classes. Sponsored by the San Diego State University Library and the Center for Teaching and Learning.

Developing Technology-Rich Instruction: Three-day workshop on enhancing pedagogy with cutting-edge technologies, including: WebCT, Breeze, and BreezeLive. Part of Radford University *Our Turn* workshops sponsored by the Faculty Development Center.

“Our Turn” Workshops: A variety of workshops attended during winter and summer 2005, winter 2006, winter 2009, winter 2011, summer 2012.

National College Honors Council Summer Institute on Assessment and Evaluation: Four-day workshop on current issues in assessment, evaluation, and program review.

PROFESSIONAL AFFILIATIONS

Fellow, Society for Experimental Social Psychology (SESP)

Society for Personality and Social Psychology (SPSP)

PROFESSIONAL SERVICE

Associate Editor – *Journal of Social and Clinical Psychology* (2011-present)

Ad Hoc Reviewer – SPIP Study Section at NIH (Summer 2008, Spring and Summer 2009, 2010)

Ad Hoc Reviewer – *Journal of Personality and Social Psychology*

Ad Hoc Reviewer – *Journal of Experimental Social Psychology*

Ad Hoc Reviewer – *Journal of Consulting and Clinical Psychology*

Ad Hoc Reviewer – *Journal of Social and Clinical Psychology*

Ad Hoc Reviewer – *Personality and Social Psychology Bulletin*

Ad Hoc Reviewer – *Personality and Social Psychology Review*

Ad Hoc Reviewer – *Group Processes and Intergroup Relations*

Ad Hoc Reviewer – *Personality and Individual Differences*

Ad Hoc Reviewer – *Social Influence*

UNIVERSITY SERVICE

San Diego State University

Member, Ad Hoc Committee on the Psychology Chair (2001). Responsible for developing recommendations regarding the future of the chair position in the department of psychology.

Member, Screening Committee for the Psychology Chair (2002). San Diego State University.

Member, Screening Committee for the Director of the Center for Teaching and Learning (2002).

Member, Screening Committee for the Assistant Professor in Social Psychology (2001).

Member, Graduate Admissions Committee (1999-2004). Responsible for identifying candidates for admission to San Diego State University's M.A. program in social psychology.

Radford University

Departmental service

Member, Space Committee and Ad Hoc Committee on Renovations in Russell Hall (2004-2006).

Member, Screening Committee for:

Assistant Professor in Developmental/Health Psychology (2004-2005).

Assistant Professor in Experimental Psychology (2007-2008).

Assistant Professor in Experimental Psychology (2012-2013).

Member, Chair's ad hoc Committee on Faculty Workload (2008-2009)

Member, Chair's ad hoc Committee on the Psychology Department's Strategic Plan (2008)

Member, Committee on Psychology Participant Pool (2004-present).

Coordinator, Experimental Area (2005-2007).

Coordinator, Participant Pool (2005-2011).

Coordinator, Psychology Department Colloquium Series (2005-2011).

Coordinator, Graduate Assistantships in Psychology. Assignment and distribution of graduate assistantships to the masters and Ed.S. programs in psychology. (2009-present)

Associate Chair, Personnel Committee (2011-present). With committee chair, drafted revisions to departmental promotion and tenure standards.

University service

Presenter, Highlander Day Mock Classroom (2006, 2007, 2008)

Member, Commission on the Future of Radford University (2006-2007)

Task Force of Faculty Enhancement and Engagement

Strategic Plan Drafting Committee

Member, Honors Program Transformation Committee (2006-2009)

Member, Seed Grant Review Committee (2006-2011). In 2009 took leadership role on the revision process to the seed grant guidelines.

Member, Provost's Ad Hoc Committee on Revising Radford's Peer Group (2007). Developed data-drive strategies using SPSS to help revise the peer group that SCHEV uses to determine faculty salary benchmarks.

Member, Provost's Ad Hoc Committee on Salary Equity (2007). Shaped analytical strategies in SPSS used to reduce egregious inversion and compression among faculty salaries.

Member, Provost's Ad Hoc Committee on Faculty Workload (2007-2008). Studying how to implement, evaluate, and reward faculty efforts.

Vice President, Radford University Faculty Senate (2007-2008). In conjunction with other members of the executive committee, we coordinated activities of the many senate sub-committees and with the Radford administration.

Member, Screening Committee for Dean of Humanities and Behavioral Sciences (2010-2011)

Member, SunTrust Student Awards Committee (2011)

Member, Humanities and Behavioral Sciences Faculty Awards Committee (2010-2011)

Interim Associate Director, Radford Honors Academy (2011-present). Took active role in the day-to-day management of this 600-student program. Required coordinating with diverse campus groups, including residence life, admissions, all academic departments, financial services, and senior administration.

Specific outcomes included: a complete revision to the program's web site; management of Radford's on-campus research conference (~300 student presenters); a data-driven evaluation of the strengths and weaknesses of the program, including recommendations for future changes.

References

Hilary Lips, Ph.D.
Professor and Chair
Department of Psychology
Radford University
Radford, VA 24142
(540) 831-5387
hlips@radford.edu

Joseph King, Ph.D.
Director of Radford University Honors Program
Radford University
Radford, VA 24142
(540) 831-6124
jking@radford.edu

Sean Robson, Ph.D.
Behavioral Research Specialist
RAND Corporation
1200 South Hayes Street
Arlington, VA 22202-5050
703-413-1100 x5528
seanm.robson@gmail.com